

MOTION BY SUPERVISORS GLORIA MOLINA

January 25, 2010

AND MICHAEL ANTONOVICH

AMENDMENT TO ITEM NO. 23

In November 24, 2009 on a motion by Supervisor Antonovich, the Board of Supervisors asked the Los Angeles County Citizens' Economy and Efficiency Commission (CE&EC) to review the current Civil Service System and Human Resources Management practices and to recommend ways to improve efficiencies within our system.

The CE&EC's review, analysis and recommendations forwarded to the Board propose changes to promote greater efficiency, system improvements, and better processes for both employees and department management, including specific recommendations to streamline the unacceptably long timeframe for the resolution of Civil Service Commission appeals.

All of the CE&EC's findings and recommendations point to significant inefficiencies in our system that waste resources, lower productivity, crush morale and affect the lives and livelihoods of our employees, and most importantly, the County residents we serve.

The CE&EC's report serves as an important starting point for change and we believe the recommendations proposed deserve focused discussion and action by our Chief Executive

MOTION

Molina _____

Ridley-Thomas _____

Yaroslavsky _____

Knabe _____

Antonovich _____

Officer, Department of Human Resources, County Counsel, Executive Office, our Labor allies and the Civil Service Commission itself.

NOW, THEREFORE, WE MOVE THAT the Los Angeles County Board of Supervisors:

- 1) Direct the Chief Executive Officer (CEO), the Department of Human Resources (DHR) and County Counsel to review as part of the current DHR Initiative all relevant DHR-related recommendations proposed by the CE&EC and to prepare a plan and timeline for implementation as appropriate; DHR to report back within two weeks;
- 2) Request that the Civil Service Commission appear before this Board within 30 days to advise this Board regarding steps it has taken or that could be taken by the Commission or the parties before it, to expedite the current appeals process and eliminate the current unacceptable delays in the resolution of petitioner appeals;
- 3) Direct the Chief Executive Officer to convene a Task Force comprised of County management and labor representatives, which is to report back in 30 days, with recommendations to implement additional efficiencies along with necessary rule changes or alternative strategies based on the Economy and Efficiency Commission's review, analysis and recommendations;
- 4) Request that the Citizen's Economy and Efficiency Commission report back to this Board in one year on the County's progress in addressing the issues and recommendations put forth in the Commission's report.

MJ/jp